



# Department of Defense CIVILIAN MANPOWER STATISTICS

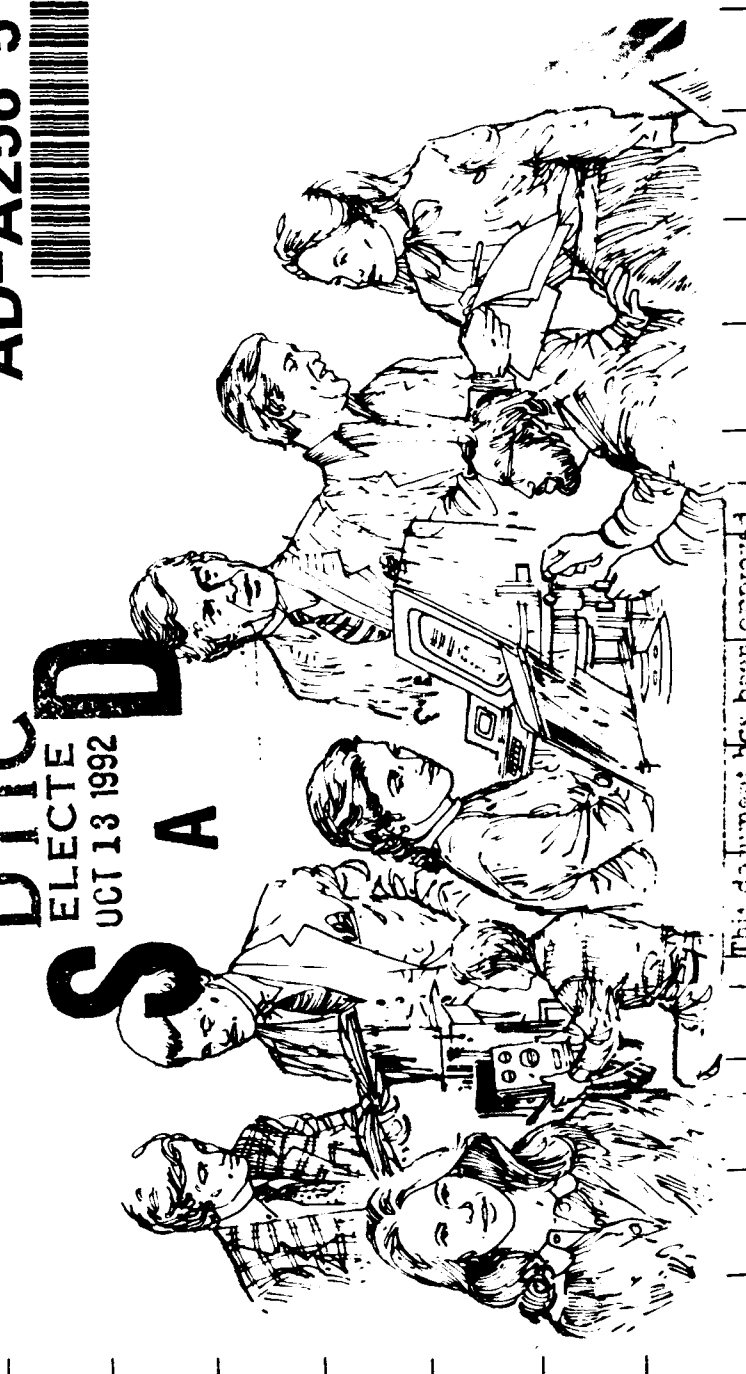
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Quarter Ending June 30, 1992

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# CIVILIAN MANPOWER STATISTICS

Issued Quarterly by  
Washington Headquarters Services  
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Operations and Reports (DIOR)

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## FOREWORD

Civilian Manpower Statistics (CMS) is a quarterly publication prepared by the Washington Headquarters Services, Directorate for Information Operations and Reports (WHS/DIOR) of the Office of the Secretary of Defense.

CMS provides statistical information on the civilian work force of the Department of Defense (DoD), with the exception of personnel of the National Security Agency, the Defense Intelligence Agency, and personnel paid from nonappropriated funds. It is produced primarily from a computerized data base developed and maintained by WHS/DIOR from monthly information provided to the Office of Personnel Management on Standard Form 113-A, "Monthly Report of Federal Civilian Employment."

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TABLE 1

**DoD Civilian Employment by Function and Employment Status,  
According to Defense Component - June 30, 1992**

FUNCTION/EMPLOYMENT STATUS	TOTAL DoD a/	ARMY	NAVY b/	AIR FORCE	OTHER DoD ORGS. c/
<b>MILITARY FUNCTIONS</b>					
OMB CEILING EMPLOYMENT	1,032,286	354,677	318,723	222,102	136,784
DIRECT HIRE	969,759	313,994	308,598	213,139	134,028
INDIRECT HIRE	62,527	40,683	10,125	8,963	2,756
TOTAL EMPLOYMENT	1,041,904	356,798	323,224	223,929	137,953
DIRECT HIRE	979,377	316,115	313,099	214,966	135,197
INDIRECT HIRE	62,527	40,683	10,125	8,963	2,756
<b>CIVIL FUNCTIONS (ALL DIRECT HIRE)</b>					
OMB CEILING EMPLOYMENT	29,320	29,319	0	1	0
TOTAL EMPLOYMENT	32,205	32,204	0	1	0
<b>TOTAL MILITARY AND CIVIL FUNCTIONS</b>					
OMB CEILING EMPLOYMENT	1,061,606	383,996	318,723	222,103	136,784
DIRECT HIRE	999,079	343,313	308,598	213,140	134,028
INDIRECT HIRE	62,527	40,683	10,125	8,963	2,756
TOTAL EMPLOYMENT	1,074,109	389,002	323,224	223,930	137,953
DIRECT HIRE	1,011,582	348,319	313,099	214,967	135,197
INDIRECT HIRE	62,527	40,683	10,125	8,963	2,756

a/Included in Total Employment but excluded from Office of Management and Budget (OMB) Ceiling Employment are employees exempt from OMB ceiling control. Refer to Office of Personnel Management Federal Personnel Manual System Supplement 298-2, Subchapter 53, for a delineation of employment exempt from ceiling control.

b/Includes Marine Corps civilian personnel.

c/See Glossar, for a list of Other DoD Organizations.

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TABLE 2

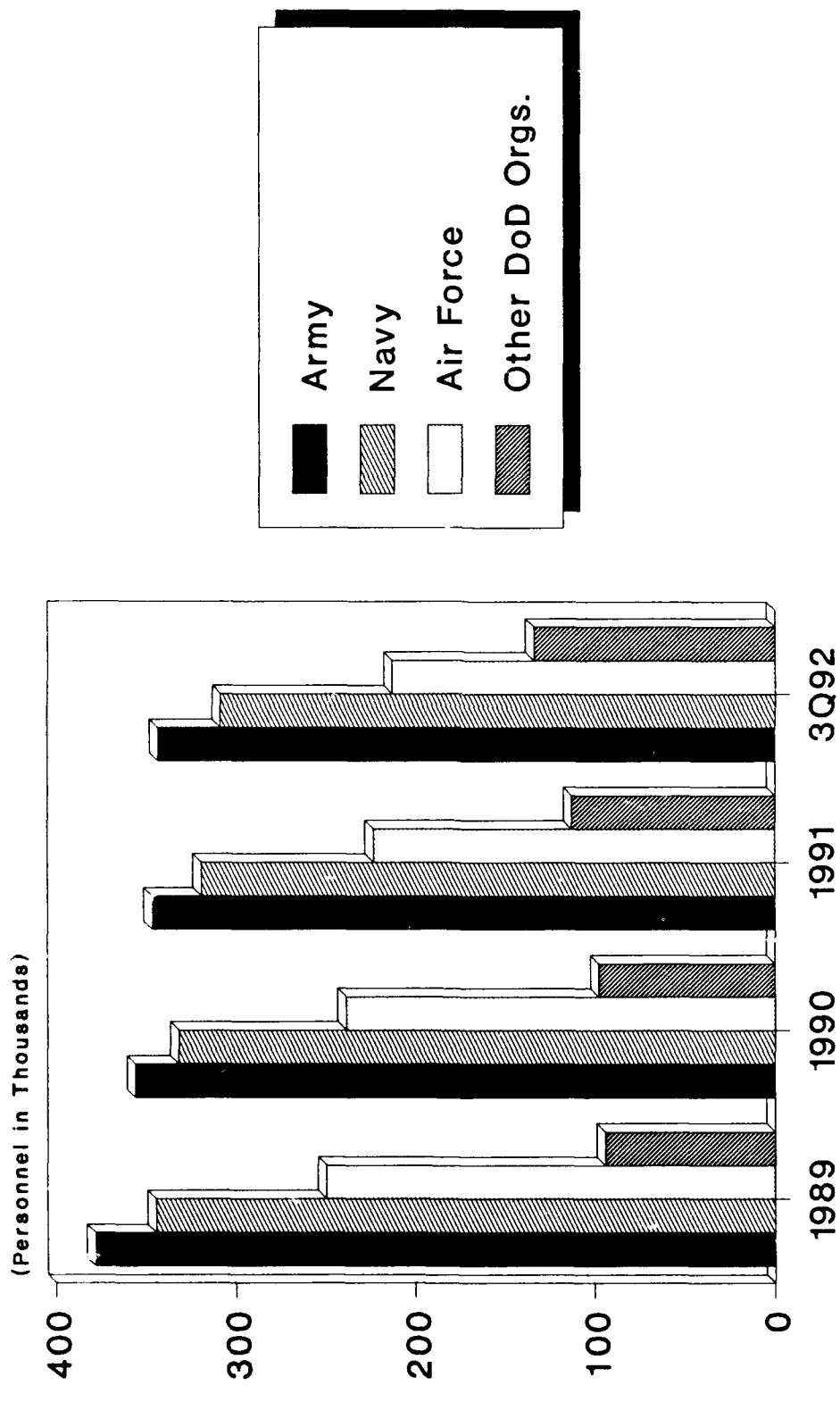
Trends in DoD Civilian Employment Subject to OMB Ceiling,  
By Function, Employment Status, and Defense Component

FUNCTION/COMPONENT EMPLOYMENT STATUS	END STRENGTHS, LAST 4 FISCAL YEARS				LAST 3 MONTHS		
	30 SEP 88	30 SEP 89	30 SEP 90	30 SEP 91	30 APR 92	31 MAY 92	30 JUN 92
MILITARY FUNCTIONS							
DIRECT HIRE a/	1,090,479	1,117,449	1,073,227	1,044,300	1,031,298	1,032,460	1,032,286
INDIRECT HIRE b/	1,010,306	1,037,632	997,197	974,169	967,802	968,931	969,759
ARMY	80,173	79,817	76,030	70,131	63,496	63,529	62,527
DIRECT HIRE	394,842	405,008	382,058	366,948	351,727	352,497	354,677
INDIRECT HIRE	338,525	349,171	328,688	318,543	310,069	311,003	313,994
NAVY	56,317	55,837	53,370	48,405	41,658	41,494	40,683
DIRECT HIRE	348,570	354,942	342,101	329,592	321,388	320,503	318,723
INDIRECT HIRE	338,369	344,436	331,982	319,421	311,216	310,331	308,598
AIR FORCE	10,201	10,506	10,119	10,171	10,172	10,172	10,125
DIRECT HIRE	254,070	261,571	249,862	233,491	219,682	219,835	222,102
INDIRECT HIRE	242,029	249,662	238,831	223,319	210,848	210,945	213,139
OTHER DoD ORGANIZATIONS c/	12,041	11,909	11,031	10,172	8,834	8,890	8,963
DIRECT HIRE	92,997	95,928	99,206	114,269	138,501	139,625	136,784
INDIRECT HIRE	91,383	94,363	97,696	112,886	135,669	136,652	134,028
	1,614	1,565	1,510	1,383	2,832	2,973	2,756
CIVIL FUNCTIONS a/							
(ALL DIRECT HIRE)	30,446	29,248	27,258	28,252	27,665	28,655	29,320
ARMY	30,444	29,246	27,257	28,251	27,664	28,654	29,319
AIR FORCE	2	2	1	1	1	1	1
TOTAL MILITARY AND CIVIL FUNCTIONS	1,120,925	1,146,697	1,100,485	1,072,552	1,058,963	1,061,115	1,061,606
DIRECT HIRE a/	1,040,752	1,066,880	1,024,455	1,002,421	995,467	997,586	999,079
INDIRECT HIRE b/	80,173	79,817	76,030	70,131	63,496	63,529	62,527

a/As reported officially to the Office of Personnel Management  
b/Foreign Nationals supporting U.S. Military Forces overseas under contracts  
or agreements with foreign governments  
c/See Glossary for a list of Other DoD Organizations

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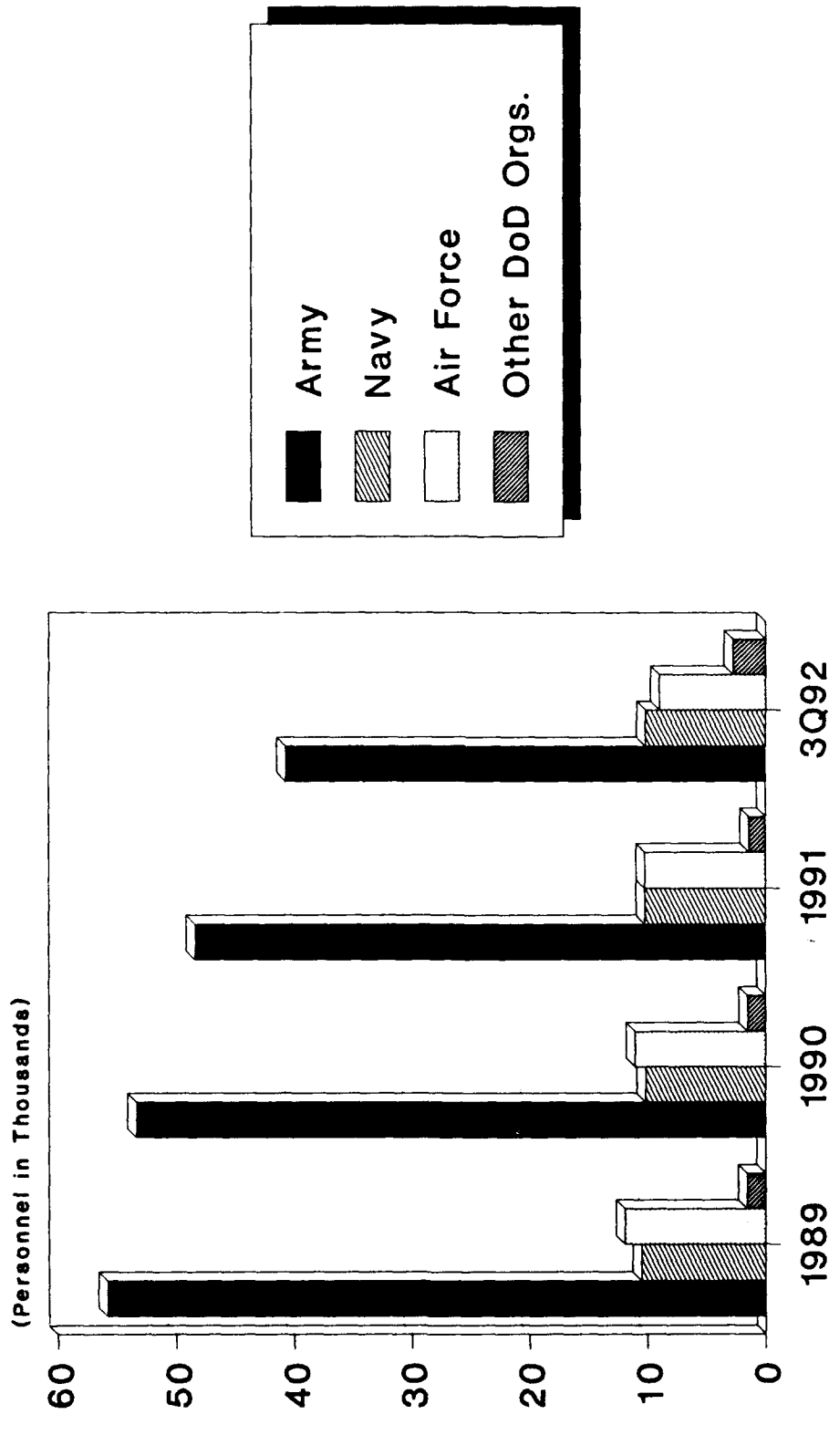
# TRENDS IN DoD DIRECT HIRE CIVILIAN EMPLOYMENT MILITARY AND CIVIL FUNCTIONS



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Figure 1

# TRENDS IN DoD INDIRECT HIRE CIVILIAN EMPLOYMENT MILITARY AND CIVIL FUNCTION



FISCAL YEAR

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Figure 2



TABLE 3

# DoD Direct Hire Civilian Personnel Subject to OMB Ceiling, By Function and Defense Component

FUNCTION/COMPONENT a/	TOTAL EMPLOYMENT			PROGRAMMED STRENGTH	FULL-TIME WITH PERMANENT APPOINTMENTS		
	30 APR 92	31 MAY 92	30 JUN 92		30 APR 92	31 MAY 92	30 JUN 92
MILITARY FUNCTIONS							
ARMY	967,802	968,931	969,759	935,120	872,755	871,022	864,127
NAVY	310,069	311,003	313,994	292,569	270,879	269,738	267,973
AIR FORCE	311,216	310,331	308,598	301,309	288,094	287,890	286,004
	210,848	210,945	213,139	209,087	198,709	197,914	196,435
OSD & ORGANIZATIONS SERVICED b/							
DeCA	4,436	4,435	4,553	3,749	4,250	4,271	4,271
DCAA	21,012	20,914	20,525	19,073	0	10,144	10,106
DFAS	6,023	6,022	6,033	5,675	5,925	5,902	5,892
DISA	11,345	10,056	10,240	11,877	10,909	9,639	9,733
DIS	2,492	4,452	4,044	2,698	2,436	4,375	3,956
DLA	3,680	3,677	3,680	3,474	3,574	3,571	3,564
DMA	57,282	57,440	57,696	53,531	54,739	54,736	54,822
DNA	7,954	7,956	7,930	7,542	7,698	7,660	7,604
DSA c/	813	855	886	863	737	734	741
DoDDS	0	0	513	595	0	0	465
DoD IG	18,243	18,401	15,481	17,682	12,369	12,305	10,429
DICA d/	1,519	1,526	1,544	1,539	1,512	1,513	1,521
OSIA		208	213	2,681		181	183
USUHS	182	710	690	357	176	449	428
CIVIL FUNCTIONS							
ARMY	27,665	28,655	29,320	N/A	26,335	26,528	26,612
AIR FORCE	27,664	28,654	29,319		26,334	26,527	26,611
	1	1	1		1	1	1
TOTAL MILITARY AND CIVIL FUNCTIONS	995,467	997,586	999,079	N/A	899,090	897,550	890,739

a/ See the Glossary for Component names.

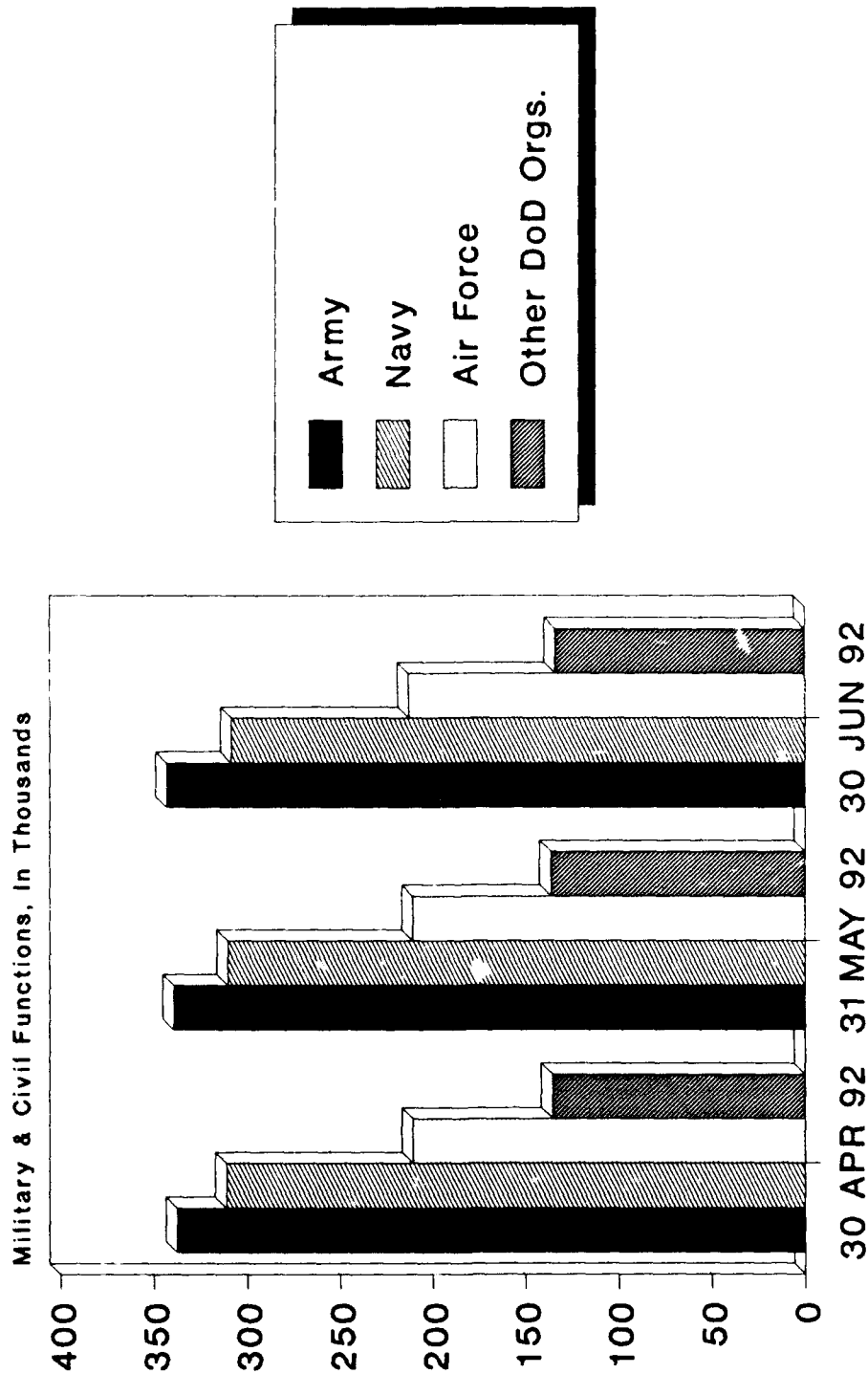
b/ See the Glossary for a list of OSD and Organizations Serviced by OSD.

c/ Prior to June 30, 1992, actual numbers are included in DLA.

d/ Actual numbers are included in the military services and selected Defense organizations.

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# DoD DIRECT HIRE CIVILIAN PERSONNEL SUBJECT TO OMB CEILING, BY MONTH & DEFENSE COMPONENT



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Figure 3 - Total Employment

**TABLE 4**

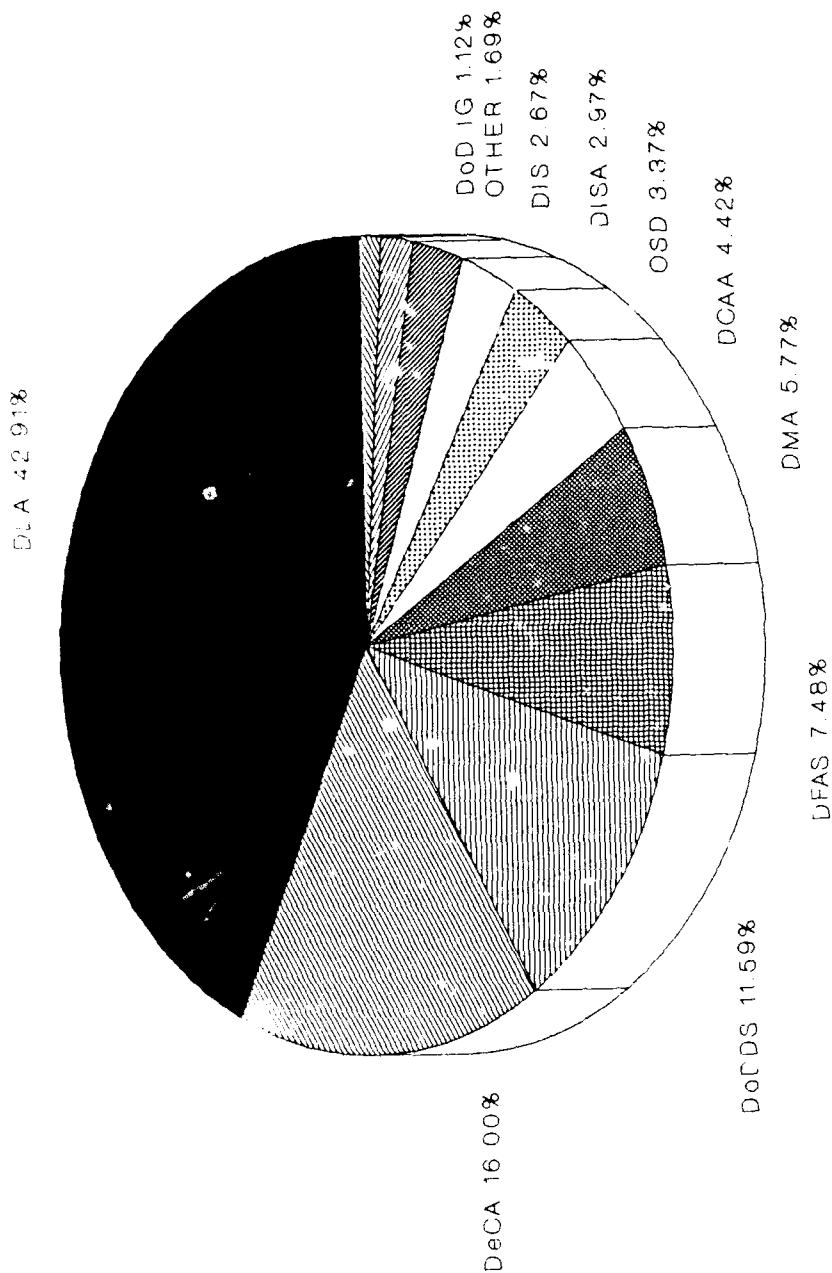
**DoD Direct and Indirect Hire Civilian Personnel by Component  
(Excluding the Military Departments) - June 30, 1992 a/**

<b>DEFENSE COMPONENTS</b>	<b>TOTAL</b>	<b>DIRECT HIRE CIVILIANS</b>	<b>INDIRECT HIRE CIVILIANS</b>
OSD AND ORGANIZATIONS SERVICED BY OSD b/ DEFENSE COMMISSARY AGENCY DEFENSE CONTRACT AUDIT AGENCY	4,653 22,071 6,104	4,637 20,699 6,099	16 1,372 5
DEFENSE FINANCE AND ACCOUNTING SERVICE DEFENSE INFORMATION SYSTEMS AGENCY DEFENSE INVESTIGATIVE SERVICE	10,323 4,096 3,689	10,323 4,086 3,689	0 10 0
DEFENSE LOGISTICS AGENCY DEFENSE MAPPING AGENCY DEFENSE NUCLEAR AGENCY	59,193 7,953 904	58,353 7,952 904	840 1 0
CONSOLIDATED DEFENSE SUPPORT ACTIVITIES DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS DEPARTMENT OF DEFENSE INSPECTOR GENERAL	513 15,992 1,545	513 15,481 1,544	0 511 1
ON-SITE INSPECTION AGENCY UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	213 704	213 704	0 0
<b>TOTAL</b>	<b>137,953</b>	<b>135,197</b>	<b>2,756</b>

a/Includes personnel not subject to OMB ceiling control.  
b/See the Glossary for a list of OSD and Organizations serviced by OSD.

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# DoD DIRECT AND INDIRECT HIRE CIVILIAN EMPLOYMENT BY COMPONENT JUNE 30, 1992



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Excludes Military Departments

FIGURE 4

TABLE 5

**DoD Direct Hire Civilian Personnel, by Type  
According to Defense Component - June 30, 1992 a/**

<b>TYPE OF PERSONNEL</b>	<b>TOTAL DoD a/</b>	<b>ARMY</b>	<b>NAVY</b>	<b>AIR FORCE</b>	<b>OTHER DoD ORGS. b/</b>
<b>TOTAL</b>	1,011,582	348,319	313,099	214,967	135,197
<b>BY STATUS</b>					
FULL-TIME	984,705	341,745	309,577	211,115	122,268
PART-TIME	22,421	6,221	3,216	3,351	9,633
INTERMITTENT	4,456	353	306	501	3,296
<b>BY CAREER SERVICE CATEGORY</b>					
COMPETITIVE	852,295	281,027	284,383	174,551	112,334
EXCEPTED AND SES	159,287	67,292	28,716	40,416	22,863
<b>BY TYPE OF APPOINTMENT</b>					
PERMANENT	904,311	298,695	289,662	197,737	118,217
TEMPORARY/INDEFINITE	107,271	49,624	23,437	17,230	16,980
<b>BY CITIZENSHIP</b>					
U.S. CITIZENS	983,670	335,676	303,001	211,677	133,316
NON-CITIZENS	27,912	12,643	10,098	3,290	1,881
<b>BY LABOR CATEGORY</b>					
SALARIED	729,902	266,972	209,872	143,691	109,367
WAGE BOARD	281,680	81,347	103,227	71,276	25,830

a/Includes personnel not subject to OMB ceiling control.  
b/See the Glossary for a list of Other DoD Organizations.

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TABLE 6

**DoD Direct Hire Civilian Personnel, by Location/Type,  
According to Defense Component - June 30, 1992 a/**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
WORLDWIDE TOTAL	1,011,582	348,319	313,099	214,967	135,197
UNITED STATES	928,373	311,906	293,812	202,934	119,721
BY LOCATION					
WASHINGTON, D.C., SMSA c/	88,007	27,400	35,752	6,012	18,843
REMAINDER OF U. S.	840,366	284,506	258,060	196,922	100,878
BY LABOR CATEGORY					
SALARIED	663,946	236,902	198,354	132,759	95,931
WAGE BOARD	264,427	75,004	95,458	70,175	23,791
BY CITIZENSHIP					
U. S. CITIZENS	927,759	311,563	293,657	202,906	119,633
NON-CITIZENS	614	343	155	28	88
U. S. TERRITORIES	7,591	1,402	4,646	913	630
BY LABOR CATEGORY					
SALARIED	3,987	983	2,253	438	313
WAGE BOARD	3,604	419	2,393	475	317
BY CITIZENSHIP					
U. S. CITIZENS	7,570	1,396	4,636	908	630
NON-CITIZENS	21	6	10	5	0
FOREIGN COUNTRIES	75,618	35,011	14,641	11,120	14,846
BY LABOR CATEGORY					
SALARIED	61,969	29,087	9,265	10,494	13,123
WAGE BOARD	13,649	5,924	5,376	626	1,723
BY CITIZENSHIP					
U. S. CITIZENS	48,341	22,717	4,708	7,863	13,053
NON-CITIZENS	27,277	12,294	9,933	3,257	1,793

a/Includes personnel not subject to OMB ceiling control.

b/See the Glossary for a list of the Other DoD Organizations.

c/The Washington, D.C., Standard Metropolitan Statistical Area (SMSA) consists of the District of Columbia, Montgomery, Prince Georges, Charles, Calvert, and Frederick counties in Maryland; Alexandria, Fairfax, Falls Church, Manassas, and Manassas Park cities, and Arlington, Fairfax, Loudoun, Stafford, and Prince William counties in Virginia.

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**TABLE 7**

**DoD Indirect Hire Civilian Personnel, by Country,  
According to Defense Component - June 30, 1992**

<b>COUNTRY</b>	<b>TOTAL DoD</b>	<b>ARMY</b>	<b>NAVY</b>	<b>AIR FORCE</b>	<b>OTHER DoD ORGS. a/</b>
BELGIUM	793	751	0	2	40
EGYPT	1	0	0	0	1
GERMANY	39,695	33,685	0	4,313	1,697
GREECE	111	0	0	89	22
GUAM	4	0	4	0	0
JAPAN	17,009	3,253	9,107	3,958	691
KOREA	2,698	2,698	0	0	0
LUXEMBOURG	26	26	0	0	0
MALAYSIA	3	0	0	0	3
NETHERLANDS	398	270	0	64	64
PHILIPPINES	6	0	6	0	0
SPAIN	1,700	0	1,008	537	155
UNITED KINGDOM	83	0	0	0	83
<b>TOTAL</b>	<b>62,527</b>	<b>40,683</b>	<b>10,125</b>	<b>8,963</b>	<b>2,756</b>

a/See the Glossary for a list of Other DoD Organizations.

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## GLOSSARY

Civil Functions. Functions primarily associated with the civil works program of the Army Corps of Engineers. This program encompasses planning, programming, designing, constructing, and operating Federal water resource projects for navigation, flood control, hydroelectric power, water supply, recreation, and related activities. Civil functions also includes cemeterial workers (Army) and a conservation management employee (Air Force).

Competitive Service. All civil service positions in the Executive Branch, except:

1. Positions which are specifically exempted from the competitive service by or under statute;
2. Positions which appointments are made by nomination for confirmation by the Senate, unless the Senate otherwise directs or when specifically included in the competitive service by statute;
3. Positions in the Senior Executive Service.

Also includes civil service positions not in the Executive Branch which are specifically included in the competitive service by statute.

Direct Hire Civilians. Employees hired directly by an agency of the Department of Defense (DoD). Included are foreign nationals hired by DoD to support DoD activities in their home countries.

DoD. Department of Defense.

Excepted Service. All positions in the Executive Branch of the Federal government (except Senior Executive Service positions) which are specifically excepted from the competitive service by or pursuant to a statute, the President, or the Office of Personnel Management.

Full-Time Employees. Employees who are regularly scheduled to work the number of hours and days in the administrative work week for their employment group or class. (Usually 5 days of 8 hours each.)



Indirect Hire Civilians. Foreign nationals assigned to support U.S. forces through contracts or agreements with foreign governments (or agencies thereof). These personnel are employees of the foreign governments involved.

Intermittent Employees. Employees who are employed with no prescheduled tour of duty (i.e., employed on irregular or occasional basis).

Military Functions. Activities normally associated with the uniformed services.

OMB Ceiling Employment. Employees subject to the Office of Management and Budget (OMB) ceilings established to administer Presidential employment ceiling limitations. Refer to the Office of Personnel Management System Supplement 298-2, Subchapter 53, for a delineation of employment exempt from ceiling control.

#### OTHER DoD ORGANIZATIONS

\*Office of the Secretary of Defense (OSD)

\*Joint Chiefs of Staff (JCS)

Department of Defense Inspector General (DoD IG)

#### Department of Defense Agencies:

\*Defense Advanced Research Projects Agency (DARPA)

Defense Commissary Agency (DeCA)

Defense Contract Audit Agency (DCAA)

Defense Finance and Accounting Service (DFAS)

Defense Information Services Agency (DISA)

Defense Investigative Service (DIS)

\*Defense Legal Services Agency (DLSA)

Defense Logistics Agency (DLA)

Defense Mapping Agency (DMA)

Defense Nuclear Agency (DNA)

\*Defense Security Assistance Agency (DSAA)

\*\*Defense Support Activity (DSA)

On-Site Inspection Agency (OSIA)

\*Strategic Defense Initiative Organization (SDIO)

NOTE: \*Organizations serviced by OSD.

\*\*Organization serviced by DLA and DISA.

Department of Defense Field Activities:

- \*American Forces Information Service (AFIS)
- \*Defense Medical Support Activity (DMSA)
- \*Defense Technology Security Administration (DTSA)  
Department of Defense Dependents Schools (DODDS)
- \*\*Drug Interdiction and Counter-Narcotics Account (DICA)
- \*Office of Civilian Health and Medical Program  
for the Uniformed Services (OCHAMPUS)
- \*Office of Economic Adjustment (OEA)
- \*Washington Headquarters Services (WHS)

\*U.S. Court of Military Appeals

Uniformed Services University of the Health Sciences (USUHS)

Part-Time Employees. Employees who are regularly scheduled for a prearranged tour of duty which is less than the specified number of hours or days worked by full-time employees in the same employment group or class.

Permanent Appointments. Permanent appointments are defined within each type of service as follows:

1. **COMPETITIVE SERVICE** - Employees serving under career appointments who are serving or who have completed their initial appointment probation or who are not required to serve an initial appointment probation. Also includes employees with career-conditional appointments.
2. **EXCEPTED SERVICE** - Employees whose appointments carry no restrictions or conditions, such as conditional appointments, indefinite, or specific time limitations, or trial periods. Based on tenure, can include employees serving trial periods or those whose tenure is equivalent to career-conditional in the competitive service.

NOTE: \*Organizations serviced by OSD

\*\*Organization serviced by military services and selected Defense organizations.

3. SENIOR EXECUTIVE SERVICE (SES) - All SES employees except those serving under "limited term" and "limited emergency" appointments.

Salaried Employees. Primarily employees occupying positions subject to the Classification Act of 1949, as amended, and a limited number of other employees whose compensation is established by other legislation, Executive Order, or administrative determination.

Senior Executive Service (SES). Positions in an agency with grade 16, 17, or 18 of the General Schedule or Level IV or V of the Executive Schedule (unless exempted). Also includes equivalent positions which need not be filled by appointment by the President and confirmation by the Senate and which have not been specifically excluded from the SES.

Total Paid Civilian Employment. Total direct and indirect hire civilian employment. For direct hires, includes, with some exceptions, all direct hire employees who had not officially separated as of the reporting period or were on paid leave.

Wage System Employees. Employees whose basic rates of pay are fixed in accordance with locally prevailing rates or by wage boards or similar administrative authority. Includes prevailing rate employees. (Prevailing rate employees are those employed by an agency in a recognized trade or craft; other skilled mechanical craft; or an unskilled, semiskilled, or skilled manual labor occupation. Also includes any other person, including a foreman or supervisor, in a position where trade, craft, or labor experience and knowledge is a paramount requirement.)